

# THE 35TH ANNIVERSARY OF THE AMERICAN COUNCIL FOR THE ARTS

• Mr. JEFFORDS. Mr. President, 35 years ago, the American Council for the Arts [ACA] was established under the name Community Arts Councils, Inc., as an organization supporting the arts and artists in this country. Over the three-and-a-half decades since its founding, the American Council for the Arts has played a major role in the dramatic increase in the availability of the arts to the American people.

In the early 1960's, ACA served as one of the earliest advocates for the creation of the National Endowment for the Arts and the National Endowment for the Humanities. Nancy Hanks served as one of ACA's first presidents before becoming Chair of the National Endowment for the Arts in 1969. Over the years, ACA board members have included David Rockefeller, Jr., Joanne Woodward, Jane Alexander, Harry Belafonte, Ralph Ellison, Colleen Dewhurst, Joseph Papp, Lane Kirkland, and Kitty Carlisle Hart, among others. In the 1970's, due to the broadening of ACA's objectives and the increasing demand for special constituent services, two separate organizations were spun-off from ACA: the National Assembly of State Arts Agencies and the National Assembly of Local Arts Agencies.

From arts advocacy to publishing, from founding the National Coalition of United Arts Funds, to working on behalf of arts education initiatives, ACA has worked tirelessly on behalf of the arts and culture of this Nation. Every spring, ACA mounts Arts Advocacy Day and the Nancy Hanks Lecture on the Arts and Public Policy in Washington, DC. Advocacy Day brings together arts advocates from across the country to work on behalf of a strong Federal role in funding the arts and culture, and the Nancy Hanks Lecture, now in its 9th year, has quickly become one of the most important public forums on the relationship between Government and the arts. Nancy Hanks Lecturers have included Arthur Schlesinger, Jr.—1988, Leonard Garment—1989, Maya Angelou—1990, John Brademas—1991, Franklin Murphy—1992, Barbara Jordan—1993, David McCullough—1994, and Winton M. Blount—1995. The 1996 lecturer will be Carlos Fuentes.

ACA's National Arts Clearinghouse contains a wealth of arts policy information, and other arts studies, magazines, journals, and documents—an invaluable resource for the study of arts policy. Over the years, ACA has commissioned studies and produced books for artists, arts administrators, policy-makers, students, educators, and others. ACA commissioned the first Lou Harris poll on "Americans and the Arts" in 1973 and has recommissioned the poll five times.

ACA has made an enormous contribution to the wealth and vitality of our great Nation. Please join with me in

celebrating ACA's 35 years of service to the arts. •

## CULTURAL DIVERSITY VERSUS AFFIRMATIVE ACTION

• Mr. INOUE. Mr. President, it has come to my attention that a recently published book, "Managing Plurality: Beyond Diversity to Effective Organizational Changes," by the past president of the American Psychological Association, Dr. Donald E. Fox, and his colleague, Dr. J. Renae Norton, sensitively explores issues relating to diversity in the labor force and affirmative action. I agree with their contention that affirmative action is not really the problem; but, rather it is the manner in which it is implemented and managed that seems to cause the most difficulties.

I have observed over the last 3 or 4 years that criticisms of affirmative action programs have increased and some people are even calling for their complete elimination. Historically, affirmative action has been particularly beneficial in bringing women and minorities into the work place. Today affirmative action is needed more than ever to insure that all individuals have equal access to opportunities for advancement and positions of more responsibility.

We would all readily admit that when affirmative action is implemented as a numbers game that merely counts how many women or minorities are employed, it works against the needs of business as well as the people it was designed to help. However, our society is changing so rapidly that a diverse work force is becoming the rule rather than the exception. For example, it is estimated that in the very near future, 85 percent of the new jobs in the labor force will be filled by women, minorities, and immigrants. Organizations that are looking to their future will have to evaluate the impact that diversity in our society will have on the marketing of their products or services. What better way for an organization to ensure innovation than through the cultivation of a diverse work force. For example, in my own State of Hawaii, cultural diversity is the rule, not the exception. This diversity is not only accepted, but sought after by organizations seeking to compete in the international market.

Projections show that as the labor pool becomes more diverse, the number of people with technical skills will shrink. It would, therefore, seem logical that the contributions of every employee should be maximized. Organizations would benefit from recruiting and retaining the best and the brightest employees that are in the available labor pool. It should then be easy to see that diversity is not something that organizations create, but something that occurs naturally in every organization.

Frequently, when organizations introduce programs to manage or value diversity, the programs have a tend-

ency to promote group differences rather than exploring the mutual interests of the individuals within the organization. Although I am not a psychologist, in my judgment, it would seem that an organization would do substantially better if they would encourage individuals to maintain their cultural differences and individuality while participating in and contributing to the goals of their organization, and thus hopefully creating a pluralistic work environment. If the organization uses its diversity to its benefit by managing plurality, it can focus on common goals and experiences rather than on the differences among groups, and at the same time address bottom-line business issues. The experience of the military over the past 40 years has, I believe, demonstrated the value of cultural diversity—especially as the military deploys into nations throughout the world on various missions. So, simply stated, it makes eminent sense to me that with proper management, diversity is an asset to the organization and affirmative action is a part of the solution, not the problem. •

## CONTINUE SUPPORT FOR BYRNE GRANT FUNDING

• Mr. HARKIN. Mr. President, the Edward Byrne Grant Program is one of the most successful Federal-State crime prevention efforts ever. Working in partnership with State and local governments, the Byrne Program helps local law enforcement improve their criminal justice systems and make communities safer by helping to prevent crime.

Law enforcement officials all across Iowa have told me of the success they have had as a result of these funds. Drug enforcement task forces, improved law enforcement technology, the DARE Program, domestic violence intervention, and countless other valuable antidrug and anticrime efforts have been possible because of the Byrne Grant Program.

Unfortunately, Mr. President, violence, like a communicable disease, has spread to every part of our country and our State. To eradicate this epidemic of violence we must attack both the problem and the symptoms. While the Federal Government cannot have all the answers, the Byrne Program is an important part of the solution. Byrne funding enhances law enforcement initiatives focused on battling criminals already invading our streets, as well as aiding law enforcement in their ongoing efforts to help communities prevent crime before it happens.

The Byrne Program also promotes cooperation among State and local law enforcement agencies to improve the efficiency of their criminal justice systems. A shining example in Iowa is the multijurisdictional drug task forces that form the backbone of Iowa's effort to combat drug related crimes. These task forces are composed of State and